SIAST
SASKATCHEWAN INSTITUTE OF
APPLIED SCIENCE AND TECHNOLOGY

1997 Graduate Employment Report: Women Graduates in Non-Traditional Programs

Prepared by:

SIAST Planning, Research and Development Division and the SIAST Education Equity Program

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WOMEN GRADUATES

EMPLOYMENT STATISTICS REPORT
In Non-Traditional Programs

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Table 1: 1997 SIAST Graduate Key Indicators

	Response		Employment *										Monthly Salary **			Location of Employment						Quality of Training				
	Graduates	Respondents	Employed	Full Time	Part Time	Self	Training Related	Full Time Training Related	Part Time Training Related	Unemployed	Labour Force	Not In Labour Force	Maximum	Average	Minimum	Regina	Saskatoon	Prince Albert	Moose Jaw	Other Sask.	Outside Sask.	Excellent	Very Good	Good	Poor	Very Poor
ON CAMPUS																										
#	2546	1757	1507	1255	238	84	1237	1052	180	112	1619	130	$5,850	$1,850	$680	441	381	109	68	421	84	305	907	485	45	7
%		69%	94%	78%	15%	5%	76%	65%	11%	7%						29%	25%	7%	5%	28%	6%	17%	52%	28%	3%	0%
OFF CAMPUS																										
#	1406	834	682	475	202	63	538	375	161	80	762	66	$6,750	$1,848	$750	63	58	48	53	457	0	183	405	234	9	0
%		59%	90%	62%	27%	8%	71%	49%	21%	10%						9%	9%	7%	8%	67%	0%	22%	49%	28%	1%	0%
ABORIGINAL (On Campus)																										
#		183	143	118	33	5	118	98	18	18	161	21	$4,500	$1,779	$680	41	35	11	3	45	8	37	90	54	1	1
%			89%	73%	20%	3%	73%	61%	11%	11%						29%	24%	8%	2%	31%	6%	20%	49%	30%	1%	1%
NON-ABORIGINAL (On Campus)																										
#		1557	1348	1124	213	78	1104	942	159	94	1442	108	$5,850	$1,857	$700	396	344	98	62	372	73	260	814	426	43	6
%			93%	78%	15%	5%	77%	65%	11%	7%						29%	26%	7%	5%	28%	5%	17%	53%	28%	3%	0%
DISABLED (On Campus)																										
#		63	35	27	8	4	28	20	8	9	44	18	$3,750	$1,944	$863	7	13	3	1	10	1	15	27	18	2	0
%			80%	61%	18%	9%	64%	45%	18%	20%						20%	37%	9%	3%	29%	3%	24%	44%	29%	3%	0%
NON-DISABLED (On Campus)																										
#		1676	1457	1215	228	79	1196	1020	171	102	1559	111	$5,850	$1,850	$680	431	365	106	67	403	82	286	872	462	42	7
%			93%	78%	15%	5%	77%	65%	11%	7%						30%	25%	7%	5%	28%	6%	17%	52%	28%	3%	0%
VISIBLE MINORITY (On Campus)																										
#		136	115	93	21	11	95	77	17	12	127	9	$3,857	$1,800	$750	41	22	9	4	31	8	18	68	43	7	0
%			91%	73%	17%	9%	75%	61%	13%	9%						36%	19%	8%	3%	27%	7%	13%	50%	32%	5%	0%
NON-VISIBLE MINORITY (On Campus)																										
#		1403	1219	1019	190	65	997	855	140	80	1299	99	$5,850	$1,858	$700	350	318	87	61	334	66	244	731	380	34	6
%			94%	78%	15%	5%	77%	66%	11%	6%						29%	26%	7%	5%	27%	5%	17%	52%	27%	2%	0%
MALE (On Campus)																										
#		782	681	627	47	42	543	510	30	42	723	54	$5,850	$1,864	$680	169	172	35	36	218	48	150	415	194	17	5
%			94%	87%	7%	6%	75%	71%	4%	6%						25%	25%	5%	5%	32%	7%	19%	53%	25%	2%	1%
FEMALE (On Campus)																										
#		975	826	628	191	42	694	542	150	70	896	76	$4,950	$1,838	$700	272	209	74	32	203	36	155	492	291	28	2
%			92%	70%	21%	5%	77%	60%	17%	8%						33%	25%	9%	4%	25%	4%	16%	51%	30%	3%	0%

Notes: * Employment percentages is out of the labour force (employed and unemployed only).

** Monthly salary is for Full Time Training Related employment only.

Data source: 1997 Graduate Employment Survey.

Graduates number for Aboriginal/Non-Aboriginal, Disabled/Non-Disabled, Visible Minority/Non-Visible Minority, Male/Female not available due to information not collected when compiling survey contact list.

WOMEN GRADUATES IN SIAST PROGRAMS

The SIAST Education Equity Program identifies the following four equity groups: *persons of Aboriginal ancestry; persons with disabilities; persons of visible minorities; and women in non-traditional programs*. The intent of the SIAST Education Equity Policy, endorsed in 1994, is to assure access to adult basic education and post-secondary education, such that the proportions of education equity students to the total student body are the same as the working age population of Saskatchewan. Students are requested to self-identify gender when they register for their program of study.

For the 1996-97 Academic Year, there were 2469 graduates from SIAST programs. Of that figure, 1757 (71%) responded to the Graduate Employment Survey. Fifty-five percent (975) of the respondents were female. One hundred and eleven of the 975 women respondents graduated from non-traditional programs.

WOMEN GRADUATES IN NON-TRADITIONAL PROGRAMS

DEFINITION OF NON-TRADITIONAL

SIAST provides and promotes the involvement of women in non-traditional programs. Non-Traditional programs are those that have less than 30% participation by women. Once a program meets the 30% requirement for five consecutive years, the program will no longer be identified as a non-traditional program.

Below is a list of all SIAST programs that are considered non-traditional. This report provides data only on those programs from which women graduated in 1997 and responded to the Graduate Employment Survey. The programs listed below may not necessarily have women graduate data for them and, therefore, will not be analyzed in the report.

SIAST NON-TRADITIONAL PROGRAMS FOR WOMEN

Wascana Campus - Regina

Agriculture Production
Auto Body Technician
Automotive Service Technician
Beef Management
Building Systems Technician
Electronic Communications Technician
Emergency Medical Technician
Emergency Medical Technician - Advanced
Emergency Medical Technician - Paramedic
Farm Business Management
Farm Mechanics
Machine Shop
Major Appliance Servicing
Multimedia Communications
Outdoor Power Equipment Technician
Pork Production
Welding

Kelsey Campus - Saskatoon

Agricultural Machinery Technician
Auto Body Technician
Automotive Services Technician/Tech
Industrial Mechanics
Heavy Equipment Mechanic
Machine Shop
Mechanical Engineering Technology
Parts Management Technician
Power Engineering
Process Operator
Refrigeration and Air Conditioning
Retail Meat Cutting
Welding

Palliser Campus – Moose Jaw

Advanced Video Systems
Architectural & Building Technologies
Auto Body Technician
Automotive Service Technician
Carpentry
Civil Engineering Technology
Computer Aided Design & Drafting
Computer Engineering Technology
Electrician
Electrical Engineering Technology
Electronics Engineering Technology
Electronics Service Technician
Environmental Engineering Technology
Geomatics Technology
Instrumentation Engineering Technology
Water Resources Engineering Technology
Welding

Woodland Campus – Prince Albert

Audiovisual Technician I
Audiovisual Technician II
Carpenter (Pre-Employment)
Corrections Worker
Electrician
Heavy Equipment Mechanic
Integrated Resource Management
Micro-Electronics Technician
Welder

Table 2 lists the criteria for selection of Non-Traditional programs by campus, with the breakdown of Male and Female respondents as well as the percentage that are Female.

Table 2: Program Criteria and Respondent Count in Non-Traditional Programs

Campus	*Criteria*	*Exceptions*	*Female #*	*Female %*	*Male #*
Kelsey			29	12%	204
	All Industrial programs	Veterinary Technology			
	All Technology programs	Biotechnology			
		Chemical Technician			
Palliser			22	12%	161
	All Industrial programs				
	All Technology programs				
Wascana			49	22%	172
	All Agriculture programs	Applied Photography			
	All Industrial programs	Graphic Arts Production			
	All Technology programs	Office Education			
	EMT/EMT-Paramedic				
Woodland			11	15%	61
	All Industrial programs				
	Integrated Resource Mgt.				
SIAST Total			111	16%	598

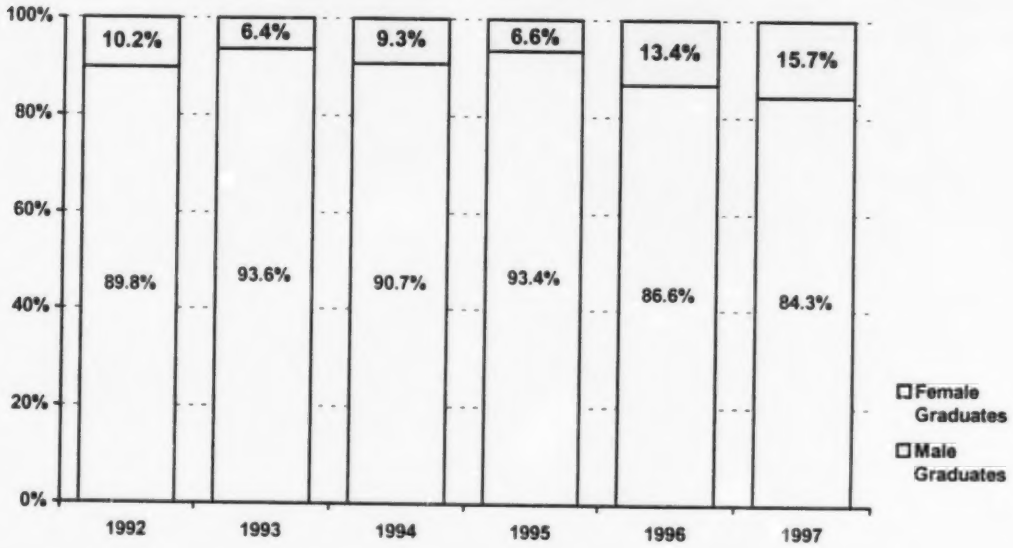
RESPONSE (Non-Traditional Programs)

With 111 women representing 16% of the graduates in the Non-Traditional programs, this percentage is higher than the previous year. Table 3 compares the figures and percentages of Female Graduates in Non-Traditional Programs for 1996 and 1997. Figure 1 illustrates the gender breakdown in Non-Traditional programs in the years 1992 - 1997. Specific program inclusion or exclusion may account for slight variations in the percentages over the years, but effort was made to maintain consistency and minimize the element of error.

Table 3: Comparison of 1996 and 1997 Female graduates in Non-Traditional Programs

Campus	1997		1996	
	%	#	%	#
Kelsey	12	29	10	20
Palliser	12	22	10	20
Wascana	22	22	22	40
Woodland	15	11	10	8
TOTAL		84		88

Figure 1: 1992 – 1997 Male/Female Respondent Breakdown in Non-Traditional Programs



TRAINING QUALITY (Non-Traditional Programs)

As Table 4 illustrates, 71% of Female graduates in the same Non-Traditional programs rated the quality of their training as *Excellent or Very Good,* while slightly more than 72% of Male graduates in Non-Traditional programs rated the quality of their training as either *Excellent* or *Very Good.*

Table 4: Overall Quality of Training

	1997 Female Graduates		1996 Female Graduates	1997 Male Graduates	
	#	%	%	#	%
Excellent	19	17.3	22.7	133	22.2
Very Good	60	54.5	55.7	300	50.2
Good	26	23.6	19.3	146	24.4
Poor	5	4.5	2.3	14	2.3
Very Poor	0	0	0	4	0.7
Total	**110**	**100**	**100**	**597**	**100**

APPLICATIONS (Non-Traditional Programs)

The graduates were asked to indicate the number of employment opportunities they had applied for since completing their program. The average number of opportunities Female graduates in Non-Traditional programs applied for was 11. In comparison, for Male graduates, this number was 9.

INTERVIEWS (Non-Traditional)

The average number of interviews for Female graduates in Non-Traditional programs was 2. This was the same number for Male graduates.

EMPLOYMENT RATE (Non-Traditional)

Statistics Canada defines the Employment Rate as the *Employed to Population ratio*. Of the 111 Female respondents in Non-Traditional programs, 97(87%) indicated that they were working either full time, part time or casual. The male graduate employment rate was also 87%, based on the 598 respondents to this question.

Statistics Canada defines the Labor Force as those *Employed and Unemployed*, excluding those who are not looking for work (Not In the Labor Force). Using the Labor Force statistics, the Labor Force Employment Rate for Female graduates in Non-Traditional programs was 94%. For Male graduates, the Labor Force Employment Rate was 92%. Female Labor Force Employment Rate in Non-Traditional programs had increased from 89% last year. Table 5 summarizes this information.

Table 5: Working Status - Non-Traditional Programs

	1997 Female Graduates	1996 Female Graduates	1997 Male Graduates
Employed (working)	97	66	520
Not Employed (not working)	7	22	31
Unemployed (looking for work)	7	8	31
Labor Force (employed + unemployed)	104	74	551
Total Population (responses)	111	88	598
Employment Rate (employed / responses)	87.4	75.0	87.0
Labor Force Employment Rate (empl. / labor force)	93.7	89.2	92.1
Unemployment Rate (unemployed / labor force)	6.3	10.8	5.2

UNEMPLOYMENT RATE (Non-Traditional)

The Unemployment Rate is the ratio of those Unemployed to the Labor Force. From Table 3, the Unemployment rate for Female graduates in Non-Traditional programs was 6%. This is a decrease from 11% in 1996. For Male graduates in the same programs, the Unemployment rate was 5%, which is also a decrease from the 9% in 1996.

SALARY (Non-Traditional)

Salary figures apply to those respondents who indicated they were employed full time in a training related occupation and indicate the monthly amounts before deductions. The range between Female and Male respondents in Non-Traditional programs varied considerably. The highest salary for Males was $4500. The highest salary for Females was $3600. Consequently this influenced the average salary. Male graduates had an average salary of $1781 and Female graduates an average salary of $1808.

The Median(midpoint of the salary range) is not influenced by extreme values. The median salary for Female graduates in full time training related occupations from Non-Traditional programs was $63 higher than the median salary for Male graduates. This is significantly higher than the salary ranges for females in 1996. Table 6 summarizes these values.

Table 6: Full Time Training Related Salary Comparison - Non-Traditional Programs

	1997 Female Graduates $	1996 Female Graduates $	1997 Male Graduates $
Minimum	1051	800	833
Maximum	3600	2393	4500
Average (Mean)	1807.90	1552	1780.74
Average (Median)	1700.00	1538	1636.50

The above information suggests that salaries for Women in Non-Traditional occupations increased from 1996, and in the same line of occupations surpassed the salaries of males in 1997.

CONCLUSION

The results of the Graduate Employment Survey identified the following general statements for the women graduates to SIAST Programs:

- present at all campuses and in all divisions; although in limited numbers in certain divisions;
- identified their training program had met their expectations and rated their training very high;
- applied on average for more employment opportunities than male graduates, yet participated on average in the same number of interviews;
- had approximately the same employment and unemployment rates as the male graduates;
- worked mainly in the cities of Saskatoon and Regina;
- earned on average a higher full-time training related monthly salary than the male graduates;
- more likely to be employed part time than the Male graduates;
- less likely to be self-employed than the male graduates;
- of those not working, less likely to have worked at all than male graduates;
- if not wanting nor looking for work, were more likely to return to school than male grads; and
- if attending further education, were more likely than male graduates to be enrolled in a SIAST program;

Compared to last year the women graduates in Non-Traditional programs improved in the following areas:

- greater presence at the campuses;
- higher response and participation in the survey;
- higher employment rates;
- average salary for full-time training related employment increased significantly.

APPENDIX A - REFERENCES

Saskatchewan Institute of Applied Science and Technology (SIAST). Employment Statistics Report, 1996 Graduate Employment Survey, June 1997.

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